



# UC-AFT NEWSLETTER

University Faculty, Librarian and Professional Union  
AFT Local 1474, Berkeley & San Francisco Campuses

April 1996

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## LOCAL 1474 ACTIVITIES

In case you've been wondering, "What does my local do?", here are a few of the activities we've been engaged in over the past few months.

- The local ran a series of ads in the *Daily Cal* in order to focus attention on and gain support for librarian bargaining.
- Members are participating in CFT's Lobby Day on May 5 & 6 in order to influence our legislators in Sacramento.
- We contributed \$100 and our name to a full page ad in the New York Times in support of Affirmative Action.
- We made a donation to "Diversity in Action", the campus group that sponsors the Affirmative Action rallies.
- Members participated in the March 14th rally where the names of staff members who signed a petition in support of Affirmative Action were displayed on placards.
- The local has provided support for a review of a file on a tenure case for a faculty member.
- And we've been providing much advice and consultation for lecturers and librarians on reviews and evaluations.

**COME TO THE SPRING  
MEMBERSHIP MEETING  
ON MAY 14TH AT 12:00 NOON  
AT THE ALUMNI HOUSE!!**

Participate in Officer Elections!

## LOCAL 1474 ORGANIZING UPDATE

Last December, the Local hired Mary Ellen Doyle as a part-time organizer. Here's some of the organizing that's been happening on campus.

For librarians, a major issue is: when are we getting our pay increases?! For the past month, we have been leafleting the libraries on a weekly basis, in an attempt to get out the word to the UC Community on our situation. Members have been turning out in their "UC Unfair to Librarians" t-shirts and handing out hundreds of flyers that include the front page article that the *Daily Cal* ran entitled, "Librarians Say Respect and Raises are Overdue"!

The union has also been active in lobbying the State Legislature regarding misappropriation of funds by the University. On April 8th, members of the UC Coalition of Unions (UC-AFT, UPTE, AGSE, CWA, SEIU, CUE) were present at the Senate Budget and Fiscal Review Committee. The unions testified on the particular problems faced by each of the represented employee groups, (Librarians, Readers and Tutors are at bargaining impasse). Susana Hinojosa was there representing UC-AFT.

AFT was featured in the April issue of *American Libraries* in a story, "Univ. of Calif. Seeks to Slash Librarians' Pay Scale".

The State University AFT Council has been preparing a grant proposal to present to the CFT to organize statewide. Let's hope that goes through soon so that we more money to recruit new members and thus have more power at the bargaining table!

And finally, we'd like to welcome new members: One new Lecturer, three new Librarians, a Specialist, and a Program Coordinator. Welcome to Local 1474!

For more info on organizing activities contact Mary Ellen by e-mail at: local1474cft@igc.apc.org or 415-206-1026.

**"A LABOR CENTER AS PRO-LABOR  
AS THE BUSINESS SCHOOL IS  
PRO-BUSINESS"  
--LABOR LEADERS, STUDENTS PROTEST  
PURGE AT UCB LABOR INSTITUTE**

On Wednesday, March 20 at noon, the UC-Berkeley Institute for Industrial Relations (IIR) was picketed by area unionists, students and former staff driven out of the IIR for their pro-labor and anti-racism activities. Participants in the picket included Jim Dupont, head of Hotel & Restaurant Workers Union Local 2850, and State Assembly candidate Mark Friedman.

Demanding that students and community need a "Labor Center as Pro-Labor as the Business School is Pro-Business," the picketers protested the forced resignations of five IIR staff people in the last eight months.

According to affirmative action student leader Harmony Goldberg, "The IIR purge shows that the real political correctness at the University is the repression of people who support labor unions or defend affirmative action, while millions of corporate dollars pour into a new Business School that promotes corporate downsizing."

"Corporations can buy all the university research and support they want," argues Jim Dupont, Secretary-Treasurer of HERE 2850. "All we demand for the community and labor movement is one small corner at the University dedicated to the working people of this country." The protesters called for the end of censorship by the IIR, expanded diversity in the almost all-white IIR, the creation of a multi-racial Labor Studies program at UC-Berkeley, and the reversal of the increasing corporate dominance of the University.

Protesters charge that IIR Director Clair Brown is responsible for the following:

- Mary Ruth Gross, long-time head of the IIR Center for Labor Research and Education, was demoted then pushed out despite protests by local and statewide labor leaders.

- The Center for Community Economic Research (CCER), an IIR project founded by Nathan Newman and Anders Schneiderman, was driven out of the IIR after ongoing harassment of its labor, affirmative action, and immigrant rights work. The final straw was when the IIR refused to process paychecks for grad student employees working on a union research project.

- After Clair Brown censored the *Labor Center Reporter*, staffer Rob Wrenn and the majority of the editorial board resigned.

- John Sladkus, assistant director of the Labor Center, resigned after censure for a pro-labor KQED editorial.

Previously, Clair Brown had forced Sladkus to destroy a box of already printed brochures for a "Young Unionists" conference because they mentioned the struggles for immigrant rights and affirmative action and their use in union organizing.

"The irony of the situation," notes Anders Schneiderman, co-director of the Center for Community Economic Research, who was recently driven out of the IIR, "is that IIR Director, Professor Clair Brown, styles herself a 'labor-management cooperation expert' but has conducted an eight-month purge of employees, while censoring and harassing anyone who disagrees with her. This purge is obviously driven by the IIR's search for corporate money, including a \$3-4 million grant they are seeking from Toyota."

Leading state assembly candidate Mark Friedman phrases the importance of the fight at the IIR this way: "The University should serve more than just corporate interests; it should be just as much a training ground for future union and community organizers as it is for future business leaders."

For more information, call Anders Schneiderman at 510-486-1275.

**TO NOMINATE YOUR FELLOW  
UNION MEMBERS FOR AN  
OFFICER POSITION, COME TO THE  
SPRING MEMBERSHIP MEETING!!**

## LIBRARIAN MANAGEMENT STIPENDS

On the recommendation of the campus Academic Vice Chancellors and the University Librarians, administrative stipends for Librarian managers and/or supervisors are again being considered. These stipends would be only for librarian managers who are not part of the bargaining unit. That this is happening at the same time that bargaining unit members have been singled out for 0% COLAs is extremely upsetting.

According to library administration, the stipends would provide "added flexibility to address increased administrative responsibilities, as well as recruitment and retention difficulties, associated with librarian managers and supervisors".

As you may recall, in 1992 LAUC recommended against stipends. It is believed that LAUC will again recommend against stipends in 1996. Comments on this new proposal are due by April 30th.

Specifically the proposed APM language would be:

1. Stipends may be awarded to designated librarian managers/supervisors on the basis of their managerial responsibilities.
2. Stipend levels are determined by the number of FTE managed by the designated librarian managers/supervisors with the following table.

No. of FTE	Tier 1: Up to 22	\$100/month
	Tier 2: 22.1 - 44	\$200
	Tier 3: 44.1+	\$300

3. Stipend levels are reviewed, adjusted and published periodically by the Provost and Senior Vice President of Academic Affairs.

### **ACTION:**

UC-AFT will of course respond strongly against these proposed stipends. Please send us your comments ([local1474cft@igc.apc.org](mailto:local1474cft@igc.apc.org)) and also send your comments to LAUC-B officers and to the University Librarian. If you don't respond it will be assumed that we don't care. Join us in our weekly leafleting to spread the word.

## BARGAINING UPDATE

After many bargaining sessions where UCOP representatives stressed that budgetary problems did not allow them to award librarians the same 3% cost of living increase as faculty, we now find out that money is available - just not available for librarians covered by the contract. Remember: librarians in the bargaining unit received 0% cost of living increases last Fall.

An April 2, 1996 memo from Labor Relations gives notice of the current proposal to award stipends for designated librarian managers/supervisors (see above). Recently a front page Daily Cal article highlighted the present impasse in bargaining with UCOP. Mediation has failed to resolve the impasse and now UC is making threats of eliminating future raises.

Lecturer bargaining will begin soon and this unit may face the same separation from faculty status that librarians are experiencing. Anyone interested in joining the lecturer bargaining team, contact the union by email at [local1474cft@igc.apc.org](mailto:local1474cft@igc.apc.org).

## 3,700 UC WHITE COLLAR PROFESSIONALS CHOOSE UPTE

Votes were tallied in the largest union election in California this year, and UC researchers have chosen union representation by UPTE-CWA 9119. UC must now bargain a union contract with research professionals (who hold the job titles Staff Research Associate, Research Associate, Museum Scientist and Spectroscopist) at all nine campuses, five medical centers, Lawrence Berkeley National Lab and UC's Office of the President. UPTE won by a decisive 61% of the vote. The researchers join UC's 3,900 technical staff.

**MAY 5-6 IS CFT LOBBY DAY IN SACRAMENTO. JOIN US THERE! TO REGISTER, SEND US AN E-MAIL AT [LOCAL1474CFT@IGC.APC.ORG](mailto:LOCAL1474CFT@IGC.APC.ORG).**

# UC-AFT MEMBERSHIP FORM

Full Campus Address: \_\_\_\_\_

Campus Phone: \_\_\_\_\_

Home Address: \_\_\_\_\_

Home Phone: \_\_\_\_\_

UC-AFT dues are .996% of gross monthly salary for Academic Senate faculty and academic researchers who do not have exclusive representation. Dues are 1.096% of gross monthly salary for librarians and non-Senate faculty who have exclusive representation. In either case, dues are capped at \$47 per month. Dues will be deducted each month from your payroll check. Dues paid to UC-AFT may not be tax-deductible for federal tax purposes; however, under limited circumstances, dues may qualify as a business deduction. Please check with your tax consultant.



## EMPLOYEE ORGANIZATION MEMBERSHIP PAYROLL DEDUCTION AUTHORIZATION

UPAY 669 (10/80)

<b>PLEASE PRINT OR TYPE</b>	CAMPUS	LOC	EMPLOYEE I.D.	DATE
	ACTION ON THIS FORM TO BECOME EFFECTIVE THE PAY PERIOD BEGINNING:			
	MONTHLY DEDUCTION			
LAST NAME,	FIRST,	MIDDLE INITIAL	ENROLL	CANCEL
DEPARTMENT EMPLOYED AT U.C.		DUES	✓	
TITLE AT U.C.		INITIATION FEES		
ORGANIZATION NAME (INCLUDE LOCAL NAME AND NUMBER)		GENERAL ASSESSMENT		
AFT LOCAL 1474			TOTAL	

I authorize The Regents of the University of California to withhold monthly or cease withholding from my earnings as an employee, membership dues, initiation fees and general assessments as indicated above.

I understand and agree to the arrangement whereby one total monthly deduction will be made by the University based upon the current rate of dues, initiation fees, and general assessments. I ALSO UNDERSTAND THAT CHANGES IN THE RATE OF DUES, INITIATION FEES AND GENERAL ASSESSMENTS MAY BE MADE AFTER NOTICE TO THAT EFFECT IS GIVEN TO THE UNIVERSITY BY THE ORGANIZATION TO WHICH SUCH AUTHORIZED DEDUCTIONS ARE ASSIGNED AND I HEREBY EXPRESSLY AGREE THAT PURSUANT TO SUCH NOTICE THE UNIVERSITY MAY WITHHOLD FROM MY EARNINGS AMOUNTS EITHER GREATER THAN OR LESS THAN THOSE SHOWN ABOVE WITHOUT OBLIGATION TO INFORM ME BEFORE DOING SO OR TO SEEK ADDITIONAL AUTHORIZATION FROM ME FOR SUCH WITHHOLDINGS.

The University will remit the amount deducted to the official designated by the organization.

This authorization shall remain in effect until revoked by me - allowing up to 30 days time to change the payroll records in order to make effective this assignment or revocation thereof - or until another employee organization becomes my exclusive representative.

It is understood that this authorization shall become void in the event the employee organization's eligibility for payroll deduction terminates for any reason. Upon termination of my employment with the University, this authorization will no longer be in effect.

This authorization does not include dues, initiation fees and general assessments to cover any time prior to the payroll period in which the initial deduction is made. Payroll deductions, including those legally required and those authorized by an employee are assigned priorities. In the event there are insufficient earnings to cover all required and authorized deductions, it is understood that deductions will be taken in the order assigned by the University and no adjustment will be made in a subsequent pay period for membership dues, initiation fees and general assessments.

EMPLOYEE SIGNATURE	DATE
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## FOR UNIVERSITY USE ONLY

TRAN CODE	EMPLOYEE ID NO.	DATE	ELEMENT NO.	BAL CD	AMOUNT
1 2 4	12 13	18 19 MO DY YR	22 23 24	30	
X1		.	6	G	.. . . . .
X1		.	6	G	.. . . . .
X1		.	6	G	.. . . . .

RETENTION: 1 YEAR AFTER INACTIVE - ACCOUNTING OFFICE